

Courier

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County's first diversity conference draws more than 300 attendees

Judging by the overwhelming number of completed registration forms received by the Office of Equity Programs (OEP) for the county's first diversity conference, *Many Faces of Fairfax*, the conclusion is that this conference was an unqualified success. Over 300 Fairfax County government employees attended the full day of workshops on Nov. 4. The analysis of the workshop evaluations is still being conducted but if measured by the

attendees' compliments on conference day, the responses from workshop-goers was overwhelmingly favorable. During the closing session of the conference, Bill Spencer, the director of the Office of Equity Programs, asked the audience about suggestions for future conferences. The most frequent suggestion was to have longer workshops. The most frequent request to have the conference again next year.

See Diversity, page 2

Employees recognized for outstanding work

It was a celebration on Nov. 19 as the Forum reverberated with cheers, applause and lots of noise-makers when 48 county and school employees and three teams were recognized for their outstanding

work. Friends and co-workers came to offer their support as presentations were made by Chairman Gerald E. Connolly and County Executive Tony Griffin.



Photo by Don Sweeney, Park Authority

See Awards, page 3

Diversity, from page 1

There were several reasons for the decision to expand the traditional cultural diversity lunch hour program, explained Nan Butler Roberts, personnel analyst with the Office of Equity Programs and member of the organizing Diversity Planning Committee. "We wanted to help employees

more like a fruit salad with all the parts retaining their unique characteristic, just mixed together to create something new and wonderful."

Board of Supervisor Chairman Gerald E. Connolly offered a "good morning" in multiple languages to the workshop participants to underline the reason for the conference. He pointed out that Fairfax County's population is now 40 percent minority and 20 percent foreign-born, including people representing 100 different countries. Good news from a recent study of seven new immigrant groups found that these newcom-



Participants attended workshops in the afternoon.

make stronger cross-cultural connections," explained Roberts, adding that limiting it to a noon-time program, "made it more difficult to provide educational substance within a short timeframe."

And "more substance" is what the conference delivered. Workshop presenters included experts from county staff, and local and national levels, who are well-known authorities on diversity issues. They addressed topics directly related to communication and interaction with people of varied cultures, ages and abilities and the delivery of public services to a diverse customer base. The emphasis was on appreciation and celebration of the richness that diversity brings, points emphasized by the keynote speaker Maureen Bunyan, the popular Emmy-winning news anchor and Washingtonian of the Year for 2002. "The goal should not be a



Conference participants listen to opening remarks.

fruit smoothie, all blended together so that we lose our separate flavors and identities," she said. "We're

ers feel welcome here, Connolly added. "We must have diversity in our work force in order to interact with our community." County Executive Tony Griffin provided greetings in a videotaped message, saying, "Being recognized as a top government can be challenging. I am committed with your help to continue to strive for excellence. This will take all of us, along with our diverse backgrounds and experiences, working together."

Verdia Haywood, deputy county executive, noted that "Creative people always prefer a place that's diverse and open to new ideas. And according to economists, those creative people are a spark for higher rates of innovation and job creation. "A diverse workforce is good for business," Haywood said. "Diversity adds to the productivity level and that's also good for government."

More than 30 county agencies participated in the full-day conference. The noon program featured entertainment by school children from Franconia and Willow Springs elementary schools. ■



Verdia Haywood, Bill Spencer, Maureen Bunyan and Gerald Connolly.

fruit smoothie, all blended together so that we lose our separate flavors and identities," she said. "We're

Awards, from page 1

Special Performance Awards

Special Performance Awards recognize outstanding performance as well as creativity, innovation and “thinking out of the box” to move the county forward. Suggestion Awards and Managerial Excellence Awards are presented here.

Suggestion Awards are presented to employees who contribute practical ideas that result in monetary savings, increased effectiveness of service to the public, safer working conditions, or better public relations.

John H. Howard, Automotive Mechanic II, Vehicle Services, recommended that a diverter valve causing county trash trucks to overheat be replaced with a stack valve and added manual hydraulic system controls, reducing heat buildup and increasing the speed and efficiency of the packer. He received a certificate and a cash award of \$1,200, which is equivalent to 10 percent of the annual savings.

Mara A. Strock, Administrative Assistant II, DPWES, Wastewater Treatment Division, recommended adding a telephone extension field in the new Application Information Management System for faster responses. It was done and now applicants can be contacted directly. She was presented a certificate.

Managerial Excellence Award recognizes outstanding leadership in customer service, team building, work redesign or overall program guidance. Recipients receive \$300, a plaque and one day of administrative leave.

Karen P. Diviney, Personnel Analyst IV, Benefits Division, DHR, was recognized for her commitment to the Benefits Division where customer service is a top priority. She and her team have been instrumental in improving the benefits packages for county employees, including a program for dental services requiring only a 50 percent funding contribution by employees. The benefits are a significant factor in the county's ability to attract and retain a top notch workforce.

*Karen Diviney
received the
Managerial
Excellence
Award*



Outstanding Performance Awards

Outstanding Performance Awards provide recognition to employees who perform the duties and responsibilities of their positions in an outstanding manner, and whose work is generally well above expectations. OPAs may be given for consistently high performance; performance with significant benefit to county operations; or exemplary performance on a specific project or assignment. Awardees receive \$300, a certificate of commendation, a day of administrative leave, and a special mug.

Tax Administration

Desiree M. Baltimore, Mgt. Analyst II
Stephen D. Esenbock, Auditor III

Office of the Sheriff

James V. Tully, Sergeant
John M. Woodward, Master Deputy Sheriff

Reston Community Center

Thomas L. Ward, Deputy Director

Public Works and Environmental Services

Office of Capital Facilities

Margaret A. Bridge, Mgt. Analyst IV
Ronald N. Kirkpatrick, Director,
Planning & Design Div.

Facilities Management Division

William A. Robinson, Planner III

Land Development Services

Steve F. Garrison, Master
Combination Insp.
Diana V. Guillen, Sr. Eng. Insp.

Wastewater Collection Division

Horace A. Heywood, Sr.
Construction Supervisor

Public Affairs

Bill Miller, Public Information
Officer I

Police

Erin E. Reilly, Crime Analyst I

Planning and Zoning

Peter H. Braham, Planner III

Park Authority

Douglas A. Petersen, Sr. Right
of Way Agent
Leon Plenty, RECenter Mgr.
Douglas H. Sallade, Labor
Crew Chief
Thuy N. Williams, Admin.
Asst. IV

Management and Budget

Marcia C. Wilds, Budget
Analyst IV



Bill Miller, OPA, received congratulations.

Joseph P. Romeo, Budget
Analyst II

Library

Christopher Bartholomew,
Library Aide

Housing and Community Development

Cynthia Ianni, Sr. Program
Mgr.
Mary Louise Thompson,
Accountant III
Belinda K. Watson,
Admin. Asst. IV



Joe Romeo and Marcia Wilds hold their awards.

See Awards, page 4

Awards, from page 3

**Christine N. Woodard,
Captain II**

Fire and Rescue
Floyd L. Ellmore, Captain II
Michael L. Frames, Firefighter
John R. Niemiec, Captain II
Robert L. Upchurch, Fire Technician
Gary W. Winemiller, Captain II
Christine N. Woodard, Captain II



Finance
David Dicker, Business Analyst III

Family Services
Aleta F. delMundo, Human Service Worker IV
Bac H. Hoang, Human Service Worker IV
Pamela A. White, Human Service Worker IV
Elizabeth A. Pugin, Social Worker II
Ramona D. Simmons, Mgt Analyst III
Shannon E. Speidell, Mgt Analyst III
Richard L. Wiseman, Social Work Supervisor

Community Services Board Administration
Tracey E. Bland, Business Analyst II
Donna L. Cassidy, Business Analyst II
Alcohol & Drug Services
Melissa B. Anderson, Substance Abuse Counselor IV
Mental Health Services
David A. Petty, Mental Health Therapist
Mental Retardation Early Intervention
Catherine C. Cummins, Physical Therapist II

Administration for Human Services
Deborah L. Hutchison, Admin. Associate
Alisa V. Thompson, Mgt. Analyst I



David Petty, CSB

Team Excellence Awards

Team Excellence Awards recognize the outstanding efforts of groups of employees with interdisciplinary membership. Teams may be a diverse group who come together to accomplish a specific goal and then disband, or an on-going group which has performed in an outstanding manner on a specific project which has a start and end date. Team members receive \$300, a certificate of commendation, a day of administrative leave, and a special team cap.

Alternative Emergency Operations Center Development Team

Faced with space shortage at the Richard A. King facility and the construction of the new emergency operations center several years away, there was a critical need to design and create an alternative emergency operations center. After identifying a location at the Government Center, the team managed the development of a state-of-the-art emergency operations center from its inception to its completion in just over twelve months. The center integrates the latest communication, audio/visual, and information technology to provide county personnel and emergency operations staff with the best tools to support the effective emergency management. Eighty percent of the cost of the \$3 million center was paid for through state and federal grants managed by the team.

Emergency Management
Gary D. Ball, Mgt. Analyst III
Gerald Jaskulski, Security Analyst
Catherine A. Riley-Hall, Mgt. Analyst IV
Roy B. Shrout, Security Analyst
Cheryl M. Taylor, Admin. Asst. III

Dennis A. Talbert, Network/Telecom. Analyst III
James S. Wadsworth, Network/Telecom. Analyst IV

Police
Donna M. Bird, Information Tech. Project Mgr. I

Public Works and Environmental Services Facilities Management Division

Amarjeet S. Basra, Eng. III
Francis E. Buroker, Heating & Electrical Maintenance Worker
James M. Campbell, Electrical Equip. Supervisor
Dallas L. Dudding, Asst. Supervisor Facilities Support
Eileen B. Gasteiger, Planner II
Ralph M. Jaquess, Engineering Technician III
William A. Robinson, Planner III
Land Development Services
Richard E. Grace, Eng. II
Christopher M. McArtor, Eng. III
Pernell T. Wheeler, Eng. II

Purchasing and Supply Management
George D. Bright, Buyer II
Elizabeth A. McKinney, Purchasing Supervisor

Fire and Rescue
Lionel G. Duckwitz, Captain I

Information Technology
Matthew S. Dowd, Network/Telecom. Analyst IV
Gunter G. Neumann, Network/Telecom. Analyst III
James Simmons, Information Tech. Architect



Alternative Emergency Operations Center Development Team

See Awards, page 5

Awards, from page 4**Emerald Ash Borer Eradication Team**

The Emerald Ash Borer, which is native to Asia, seeks out, infests, and kills ash trees. In October 2003, the Virginia Department of Agriculture and Consumer Services received word that evidence of the Emerald Ash Borer was found in nursery stock located at Colvin Run Elementary School. It was determined that all ash trees within a half-mile radius of the school should be removed and incinerated, with the completion date set at April 1, 2004, to ensure that larvae hibernating in the trees did not emerge in the spring and spread from the site. Staff from the county's Urban Forestry Division, Virginia Department of Agriculture and Consumer Services, U. S. Department of Agriculture, National Park Service, and the Shouse Village Homeowner's Association advised homeowners and the tree removal was successfully completed prior to April 1. Surveillance conducted for remaining pests has indicated no evidence of further infestation.

Cable Communications and Consumer Protection
Needham N. Kelly, Accountant III

County Attorney
Marilyn S. McHugh, Asst. County Attorney V

Public Works and Environmental Services
Urban Forestry Division

John S. Baggett, Urban Forester I
Keith W. Cline, Urban Forester III
Ineke Dickman, Urban Forester II
Frank T. Finch, Urban Forester II
Charles G. Layton, Urban Forester I
Katharine F. Layton, Urban Forester I
Todd L. Nelson, Urban Forester II
Troy D. Shaw, Urban Forester III
John H. Zuiker, Urban Forester II

In addition, the following individuals receive recognition for playing an integral part of the team:

National Park Service
Duane Irwin

Shouse Village Homeowners' Association
Robert Philipp

Va. Dept. of Agriculture and Consumer Services
Debra Martin
Beth McClelland
Larry Nichols

Virginia Department of Forestry
Judy Okay
Paul Revell



Emerald Ash Borer Eradication Team

Magnet Housing Team

Magnet Housing concept provides affordable, attractive housing, located close to employment centers and tied to those in training or apprenticeship. Housing and Community Development partners with employers who need well-trained professionals at the beginning of their careers. The first partnership has been established with the Fire and Rescue Department to provide affordable housing to recruits in training or in a probationary status. Six dwelling units were purchased in conjunction with the July Fire Academy class. Four additional units will be purchased by the end of this year. The program is an excellent example of teamwork to provide a valuable resource to essential employees. Magnet Housing presents a win-win situation to enable the county to attract a skilled work force for both public and private employers.

County Attorney
David W. Stroh, Asst. County Attorney IV
Alan M. Weiss, Asst. County Attorney V

Family Services
Elizabeth Henry, Mgt. Analyst III

Fire and Rescue
Diana L. Imlay, Mgt. Analyst I
Kevin L. Kincaid, Deputy Chief
Michael P. Neuhard, Fire Chief
Nancy H. Ong-Abramson, Mgt. Analyst I
Gerald A. Pfeifer, Captain II
Laurie E. Varnau, Mgt. Analyst I

Housing and Community Development
Thomas W. Armstrong, Housing & Community Developer III
James W. Bray, Housing & Community Developer IV
Veronica L. Bridges, Housing Services Specialist II
Marshall T. Campbell, Sr. Maintenance Supervisor
Chu Chua, Housing Services Specialist I

Michael J. Finkle, Housing & Community Development Project Administrator
Gordon Goodlett, Housing & Community Developer III
James W. Hall, Housing Services Specialist V
Lori A. Hardy, Housing Services Specialist III
Deborah C. Jackson-Mallett, Housing Services Specialist IV
Elisa L. Johnson, Mgt. Analyst III
Terry A. Kner, Housing & Community Developer II
Stephen E. Knippler, Housing & Community Developer IV
Joseph A. Maranto, Fiscal Administrator
Patricia A. Morrison, Mgt. Analyst III
John L. Payne, Housing & Community Development Project Administrator
Susan A. Retz, Housing & Community Developer IV
Paula C. Sampson, Director
James A. Speight, Housing & Community Development, Property Mgt Supervisor
Mary A. Stevens, Deputy Director



Magnet Housing Team

**Classified ads
are on the
Infoweb**

Developing the skills of interns is a two-way commitment

Jessica Coffman is an intern in the Office of Public Affairs. And during the one semester she has been with the office, she has become a dependable and appreciated part of the organization.

"OPA is fortunate to have an intern as enthusiastic and capable as Jessie," said Amy Carlini, Jessie's supervisor. "Not only is she very talented but she is eager to learn about the day-to-day operations of the county's public affairs programs."

Jessie is a senior at Marymount University, graduating mid-year on Dec. 15. "Being a communications major, the internship fit naturally with my goals and gave me a chance to expand my skills in this area," she said, indicating that she has always enjoyed writing and the creative side of communications. She also is familiar with the importance of county government as she is the daughter of Deputy Fire Chief Jeff Coffman.

Jessie responded to a recent *Courier* article describing a program to support military

men and women deployed to Iraq (*Courier*, Nov. 12). Working with the OPA staff, she collected and mailed five boxes of requested items. "It's one way we can let these men and women know we haven't forgotten about them," she said.

A native of Northern Virginia and a graduate of Chantilly High School, Jessie also is a professional dancer, working with the Expansion Dance Project in Bethesda. She's had dancing roles in an off-Broadway show and in performances at the Kennedy Center. "I've been dancing since I was four years old," she said. She also rides a motorcycle.

Many agencies are involved in internship programs, often working with local colleges and high schools. "Intern programs are very serious as they require a commitment from the office staff as well as the student to help develop the skills and understanding of the intern," said Carlini. "It also helps when an intern is as good as Jessie. We'll miss her." Carlini suggested that other agencies explore internship programs, noting "it is a way we can help young people be better prepared to work in our professions."

What are Jessie's future plans? Get a job! ■

OPA intern
Jessie Coffman
and the results
of her project.



Great gift ideas

Will you be looking for a unique gift this season? Don't overlook the gift shop in the Fairfax County Government Center. Gift items under \$10 include a white mug with county seal - \$8.75, key tags - \$6.95, large lapel pin - \$7.50, small lapel pin - \$6.25, golf hats - \$5.50. All Christmas ornaments from 1994 to 2003 are under \$10 too. Favorite items include Fairfax County history book - \$25, crystal box - \$38, Afghan with county landmarks - \$50, medium tote bags - \$13.75, golf shirts - \$29.95, crystal paperweight - \$24 and cuff links - \$12. Also there are many historical books under \$10.

Stop by and do your gift shopping soon. ■

Online pay advice

The Payroll Division, DHR, reminds all employees that the online pay advice trial period ends Friday, Dec. 31. Employees can enroll at any time; however, after the trial period has ended, cancellations will only be accepted during open enrollment season (Oct. 1 - Oct. 31). Beginning Jan. 1, only employees who enroll in the online pay advice program can view their pay advice "online."

For more information, please contact the Payroll Division, DHR, at 703-324-3412, TTY 703-222-7314 or visit the Department of Human Resources homepage on the Infoweb at <http://infoweb/hr>. ■



Tree ornament



Focus on Benefits

Spend 2004 Flex money by Dec. 31

If you haven't incurred enough day care expenses or medical expenses to receive reimbursement for the full amount of your Dependent Care Account (DCA) or Medical Spending Account (MSA) for this calendar year, time is running out. Expenses for either of the two accounts must be incurred by Dec. 31, 2004. Any unused money is forfeited.

There is still time to use your money this year:

- ♦ Buy another pair of glasses, contacts or prescription sunglasses.
- ♦ Stock up on over-the-counter medications, like aspirin, cold medicine, allergy medications, contact lens solution, etc.
- ♦ Proceed with dental work you have planned.
- ♦ Use for co-pays and deductibles for medical services, including prescription co-pays.
- ♦ Use for chiropractic or physical therapy.

*Claims for 2004 expenses can be submitted for reimbursement through March 31, 2005,
but you must incur the expenses by the end of 2004.*

Over-the-counter eligible expenses	Examples	Over-the-counter eligible expenses	Examples
Allergy Medicine Pills, Drops, Sprays	Actifed, Advil, Afrin, Alavert, Benadryl, Chlor-Trimeton, Claritin, Tavist, Tylenol, Sudafed, Vicks, Diphenhydramine, store brands	Pain Relievers Arthritis Back Pain Headaches Menstrual Urinary Pain Relief	Aspirin, Ibuprofen, Advil, Midol, Motrin, Bayer, Doan's, Aleve, Excedrin, Pamprin, Premarin, PMS, Azo, Proctidol, Tylenol, store brands
Asthma	Bronkaid, Inhalers, Inhaler Refills, store brands	Smoking Cessation Devices, Patches, Gum, Lozenges	Endit, Lite'n up, Smoke Away, Venturi, Nicorette, NicoDerm CQ, Nicotrol, store brands
Cold Relief Pills, Sprays, Lozenges, Rubs	Actifed, Dimetapp, Drixoral, Robitussin, Sudafed, Triaminic, Advil, Comtrex, Theraflu, Tylenol Flu, Chloraseptic, store brands	Stomach Remedies Antacid, Acid Reducers, Anti Diarrhea, Laxatives, Gas Relief, Lactose Intolerant Pills, Motion Sickness Pills	Axid AR, Pepcid, Prilosec, Tagamet, Zantac, Tums, Rolaids, Alka-Seltzer, Maalox, Mylanta, Pepto-Bismol, Phillips, Gaviscon, Gas-X, Lactaid pills, Bonine, Dramamine, Emetrol, store brands
Cold Sore Relief	Novitra, Abreva, store brands	Toothache	Orajel, Zilactin, Red Cross, Orabase, Den Tek, Dents, store brands
Diabetic Treatment	Insulin, Glucose tablets	Topical Products Ointments, Creams, Antiseptics, Sprays NOT cosmetics	BenGay, Arth-Rx, Dr. Holt's, Flexall, IcyHot, Jointflex, Joint-Ritis, PR5, Mentholatum, Stopain, Hydrogen Peroxide, Bactine, Neosporin, Polysporin, Iodine, Desitin Diaper Rash, Balmax, Benadryl Anti-itch cream, Dermarest, Itch-X, store brands
Eye/Ear Treatment Drops	Visine, Ocu Hist, Swim-ear, store brands	Wart Treatment	Compound W, Dr. Scholl's, Pedifix, Wart-off, store brands
Foot Treatments Athletes Foot, Anti Fungal Solutions, Bunions/Spurs	Micatin, Fungi Care, Lotrimin, store brands	Yeast Infection	Monistat, Vagistate 3, Vaginet, Mycelex3
Hemorrhoid Relief	Hemorid, Anusol, Preparation H, Nupercainal, Tucks, store brands		
Jock Itch	Tinactin, Micatin, Lotrimin AF, Lamisil AT, Cruex, store brands		
Lice Treatment	LiceFree, Rid, Pronto, store brands		

- ♦ Ineligible expenses include cosmetics, sunblock and toiletries.
- ♦ No reimbursements will be considered at this time for the following, without a physician statement: acne medicine, dietary supplements, herbal, homeopathic or naturopathic remedies, minerals, nutrients, vitamins, amino acids, hormones, enzymes, hair growth treatment, sleeping aids or weight-loss products.

Fairfax County Federal Credit Union to fill two board positions

Two positions on the Fairfax County Federal Credit Union Board of Directors will be filled soon.

Serving as a director for Fairfax 703-324-2838 County Federal Credit Union offers a unique learning experience. Members of the board of directors volunteer their time and expertise on behalf of all credit union members. The Board is responsible for developing policy and guiding the direction of the credit union. Directors meet monthly throughout the year and also participate on committees that meet at least quarterly.

Applicants must be at least 18 years of age and a FCFCU member in good standing. The results of the election are announced at the annual meeting on March 29, 2005, at the Fairfax

County Government Center.

If you wish to apply to be a member of the board of directors, you must submit an application to the Nominating Committee. Nominating Committee members are Patricia McClenic, chairman, and members Jane Copeland and Patty Dildine. You may request a nomination package by e-mail at patricia.mcclenic@fairfaxcounty.gov. Applications must be received by close of business on Jan. 21. Send applications to: Nominating Committee, Fairfax County Federal Credit Union, 4201 Members Way, Fairfax, Virginia 22030. Applications received after January 21, 2005 will not be considered. For further information, call Danielle MacDonnell at 703-218-9900, ext. 119, TTY 711. ■

MATT bus helps senior citizens

An innovative new transportation resource is now available to county senior citizens. This is a Fairfax Connector bus that has been renovated and redesigned for helping senior citizens travel safely and independently on the regional transit systems.

Called MATT for Mobile Accessible

Travel Training, has a special area in the rear for classroom-like instructions using audio and video that plays VCR tapes, DVDs and computer-driven programs.

For more information on MATT, call the Department of Transportation Senior Initiative at 703-324-1172, TTY 703-324-1102. ■



Outside and inside MATT.

Santa's Ride needs toys for hospitals

Don't forget toys, games, books and stuffed animals are needed for Santa's Ride when the Fairfax County police make their collections on Dec. 15 at the Government Center and Dec. 16 at South County Center.

Drop off your items in the boxes at the Government Center or Pennino Building and join in the fun at noon on one of these days. Call Anita Vines at 703-324-2838 if you have questions. ■



Anita Vines and friends.

Courier

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